

Introduction

This report represents all the findings, analysis, data, documentation and support materials compiled by Jamieson & Gutierrez since October, 2004 in accomplishing an Update to our 2001 Baseline Diversity Audit of the City of Tempe regarding diversity issues and practices.

The report is organized in a chapter format for ease of use by the reader. Please note page/slide numbering in *each* chapter begins with Page (or Slide) 1. This is because reports and analyses of the individual studies in this project are in differing software formats: PowerPoint and Word, for example, and could not be cleanly compiled into a single document.

Following this Introduction, there is a chapter with the PowerPoint presentation on project findings and recommendations given to the Mayor and City Council of Tempe in an open public meeting on February 24, 2005. An Executive Summary chapter giving an overview of our findings and recommendations is next, followed by a chapter titled Detailed Findings, which includes all reports and analyses from the five separate studies accomplished in this project. The final chapter of the report is the Appendices, where all tables, graphs and charts involving the raw data gathered and analyzed in this project are found, in addition to other documentation and support materials.

This report represents all of the findings and documentation germane to the purposes of this Diversity Update study. If, however, additional data or interpretation are needed, we stand ready to provide them.

Jamieson & Gutierrez Diversity Audit Team